Hours Not Worked
Louisville Metro Corrections

LouieStat

KPI Owner: Gloria Fuqua | **Process: Time & Attendance**

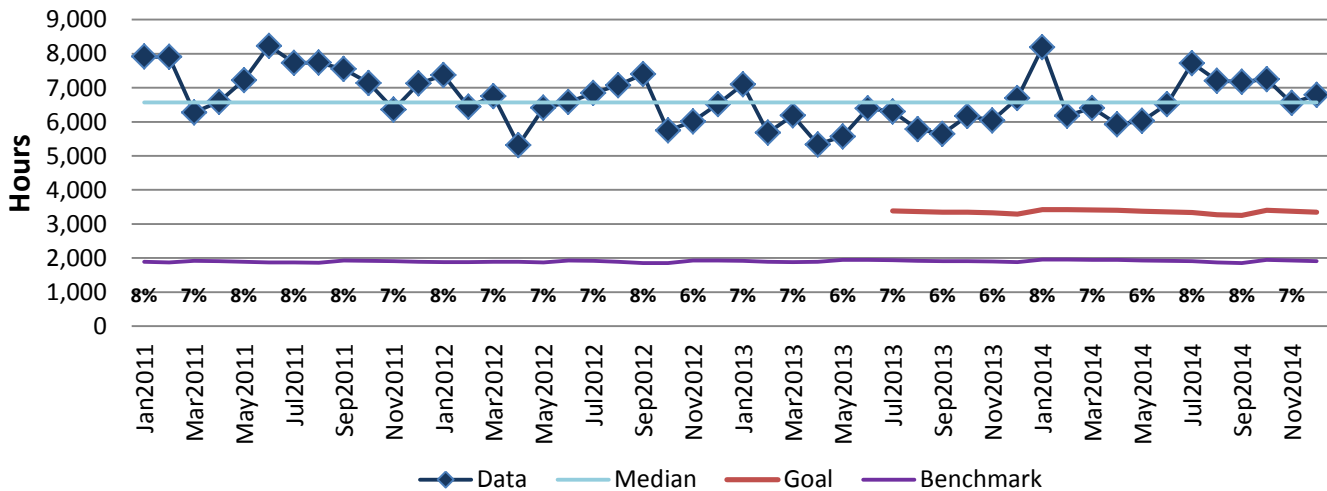| Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY14 83,185 Goal: Reduce Hours Not Worked to no more than 3.5% of Total Hours by the end of FY15 Benchmark: Local Government rate of 2%	Data Source: Payable Time PeopleSoft Goal Source: Enterprise KPI for productivity Benchmark Source: Bureau Labor Statistics	Plan-Do-Check-Act Step is Unclear Measurement Method: Total # of hrs per month employees were not at work performing normal job functions (excludes vacations & holidays), rate calculated by dividing by total standard hours Why Measure: Better understand culture impact on employee attendance Next Improvement Step: Unclear

How Are We Doing?

Jan2014-Dec2014 12 Month Goal	Jan2014-Dec2014 12 Month Actual		Dec2014 Goal	Dec2014 Actual	
40,374	**81,960**	🚦 (red)	**3,346**	**6,788**	🚦 (red)
Hours	Hours		Hours	Hours	

Hours Not Worked (line chart: Data, Median, Goal, Benchmark) — Jan2011 through Dec2014. Monthly percentages shown along axis: 8% 7% 8% 8% 8% 7% 8% 7% 7% 7% 8% 6% 7% 7% 6% 7% 6% 6% 8% 7% 6% 8% 8% 7%

Good

Jan2014-Dec2014 Pareto Analysis

Category	Number	Individual %
Sick	28,526	35%
FMLA	21,128	26%
Military Leave	7,969	10%
Suspension	6,016	7%
Non Pay Day Scheduled	5,180	6%

Legend: Number, Cumulative %, Individual %

Report Generated: 02/06/2015

Data Expires: 02/10/2015